UNITED
NATIONS

CEDAW

Convention on the Elimination of All Forms of Discrimination against Women

Distr.
GENERAL

CEDAW/C/SVK/1
20 July 1996

ORIGINAL: ENGLISH

COMMITTEE ON THE ELIMINATION OF
DISCRIMINATION AGAINST WOMEN

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Initial report of States parties

SLOVAKIA

1. Pursuant to article 18 of the Convention on the Elimination of All Forms of Discrimination against Women, ratified by the former Czechoslovakia on 16 February 1982 and adopted on the basis of succession by the Slovak Republic on 1 January 1993, the Slovak Government presented to the Committee on the Elimination of Discrimination against Women its initial report on the measures accepted to implement the Convention in Slovakia.

2. Important political and geographical changes have occurred in the country since the time the Convention came into force; the Czech and Slovak Federative Republic embarked in 1989 upon a programme of democratic development and economic transformation. The independent Slovak Republic, established following the partition of the Czech and Slovak Federative Republic, adopted by succession the obligations of the former Czechoslovakia, including the Convention (published as decree No. 62:1987 (Digest) of the Minister for Foreign Affairs of the former Czechoslovakia).

I

3. The Slovak Republic acquired independent sovereign statehood on 1 January 1993 after partition of the Czecho-Slovak State (existing as the Czech and Slovak Federative Republic in its last constitutional law form).

4. Since November 1989, Slovakia has been striving for the creation of a democratic, politically and ideologically pluralitarian society and for a socially and ecologically balanced market economy.

5. Integration within the framework of regional and European structures as soon as possible is a fundamental ambition of Slovakia. Its rapid acceptance as a member of the United Nations (19 January 1993) and of the Council of Europe (30 June 1993) was acknowledged as the first steps of the country taken in this direction.

Geographical outline

6. Slovakia is an inland central European country. It is not a large country by area and population, either from the global or European viewpoints. With its area of 49,014 square kilometres and a population of 5.3 million, Slovakia represents almost one thousandth of the population of Earth and from this aspect compares to Denmark, Finland or Georgia.

Social and economical outline

7. The population of Slovakia has run through specific developments; its special attributes and characteristics reflect not only its demographic situation and conditions but also its cultural-historical distinctions, political-economical arrangements and the corresponding social conditions, relevant to the lives of individuals and families.

8. The population of Slovakia developed as a variegated body in terms of nationality and creed. In addition to a majority of Slovak nationals, there are relatively strong Hungarian and Romany minorities, along with about 10 less populous nationalities. While the majority denomination is Roman Catholic, Protestant, Uniate, Orthodox and other congregations are also represented, along with a large group of citizens declaring themselves as non-denominationals.

9. Although more than half of the population now lives in cities, only 40 years ago as much as two thirds were rural inhabitants.

10. From an educational viewpoint, the adult population has mostly a secondary education (including vocational), whether with or without school-leaving certificate. Interestingly, the level of education of the economically active population is higher among women. As much as 47.4 per cent of the economically active women hold full (certified) secondary education in comparison with 36.1 per cent of men. The ratio of university graduates is 10.7 per cent of all economically active women and 7.7 per cent of the entire population (1991 census data).

11. Slovakia is currently facing a multitude of problems in the realization of its economical, social and political intentions. The country has gone through a considerable economic decline with a revival only recently (since 1995) appearing. Although unemployment is still at the 13-per-cent level, the previous fall of the gross domestic product can now be arrested and its growth introduced.

12. However, household earnings are very low. The average income equivalent per adult household member was only 1,250 European currency units in 1992, representing about one tenth of similar expenditures in households of economically advanced countries of the European Union.

13. According to the Slovak Constitution, each materially needy citizen is entitled to the minimum amount of assistance needed for subsistence. In the interests of implementation of this right, a new social care system has been created in the framework of transforming the economy and related social reform, employing the institutions of social insurance, State social support and social assistance.

14. Women in Slovakia have been enjoying equal standing with men in the previous as well as in the current democratizing society, with their fundamental rights guaranteed by the Slovak Constitution. Even so, women in many areas lack opportunities to execute their rights, owing to conventional viewpoints relating to the role of women or to their duties connected with the reproductive process or because of the general economic situation.

15. However, obstacles and many new problems notwithstanding, the situation of women has recently progressed in several directions, concurrent with the ongoing social and economical changes:

(a) With regard to the status of women in society and the family, the essential philosophy of a policy accentuating the participation of women in production is changing towards a deeper comprehension of their position in the family;

(b) In the field of non-governmental organizations concerning women, the previous women's organization officially recognized by the State was replaced with several variously profiled new organizations;

(c) In the economic field, women have started to engage in business activities with relatively good success in spite of economical and psychological barriers.

Demographic outline

16. At the end of 1994, Slovakia had a population of 5.3 million. During the 1970s, the population showed a growth factor of 1.7 while the last decade was characterized by a major slowdown in growth dynamics. The absolute increase in 1993 was 22,300 persons, meaning a relative increment of 4.2 per 1,000 of the population, with the natural increment being even lower - 3.9 per 1,000.

17. The ratio of women to the total population is moderately higher, showing a long-term oscillation around 51 per cent but with strong age group dependence. In 1980 there were 1,035 women per 1,000 men and in 1990, there were 1,049 per 1,000. The ratio is increasing with age, resulting in a feminization of old age.

18. Despite a long-term (20 years) history of decreasing birth rates and numbers of newborn, the population of Slovakia is still characterized as "progressively developing". The number of births is still above that of deaths. In 1993, there were 13.8 live births per 1,000 of the population, with 9.9 deaths per 1,000. The annual increment is about 4 per 1,000 in recent years, or approximately 20,000 in absolute numbers.

19. However, total natality dropped below the 2.1 limit of "simple reproduction", having reached 1.92 in 1993.

20. The age composition of the population is changing with the decreasing number of births in preference to higher age categories. The population ratio of children has been declining in recent years, with the productive age groups increasing in number. In 1992, the productive age population amounted to 58.3 per cent, growing to 59 per cent in 1993; of those, more than 80 per cent were economically active. However, Slovakia in the European context is still characterized as a young population, with children up to 14 years forming nearly one fourth of the total. Most numerous is the 15 to 44 age group (45.5 per cent); the ratio of citizens 65 years and over is 10.5 per cent. The index of ageing, expressed as the ratio of post-reproductive to pre-reproductive (under 14 years) population groups still showed a prevailing children's population of 73.9 in 1993.

21. The situation in the population of Slovakia is less favourable when considering the mean life expectation parameter. The values - 68.4 years for men and 76.7 for women - place Slovakia somewhere in between advanced European and "Eastern bloc" countries. A difference between average length of life of men and women is generally observed but the value of Slovakia of 8.3 years is nevertheless too high from the European perspective; only five countries of the European Union show higher differences.

22. Marriage and the family maintain a high status in Slovakia. The majority of the adult population marries at least once in a lifetime (less than 20 per cent of all adults above 15 years of age are single; of all men 20 years and over, 17.98 per cent are not married, compared with 10.43 per cent of women). The majority of women seek self-realization in motherhood (voluntary abandonment of motherhood is exceptional in Slovakia), and approximately 90 per cent of all children are born in marriage. Marriages are generally entered into by very young people in comparison with Western countries. The low matrimonial and primiparous age is typical to Slovak women.

23. Most mothers give birth to two children, usually in rapid succession. The reproductive period of women is short and ends relatively early; the majority of children is born to mothers 20-24 years old, with natality decreasing to a minimum after 30 years of age of the mothers.

24. These long-term trends characterizing natality and the rate of marriages result in the following consequences: accelerated exchange of generations; juvenation of grandparenthood; gradual stabilization of the two-child model; reduction of sibling relations and closing of sibling ages; reduction in the number of family-nucleus members; and horizontal narrowing and vertical broadening of families (increasing the number of generations to include great-grandparents).

25. The lives of families and households generally manifest neither frequent nor rapid changes. Being based on characteristics and customs subordinated to values and norms accepted in a specific community, they tend to self-reproduction rather than alteration. This is even more true for the lives of families in Slovakia. Maintenance of "old habits" is reinforced, in addition to

spiritual and cultural traditions, through a low level of social and geographical mobility, strong social control exerted by communities and - paradoxically - the socialist system enforcing uniformity in society.

26. Slovakia is currently in a period when "old habits" struggle with "new ways" and cultural and historical tradition with new economical and social conditions in all areas of life. This was not overtly manifest in the lives of families and demographic behaviour of the population before 1993, merely in their partial and/or individual modifications. Although the 1994 data indicate certain changes of more essential nature, any definitive confirmation of results of this struggle between political-economical circumstances, cultural norms and demographic conditions will as yet take some time.

II

27. In its discussions relating to the application and implementation of the Convention, the Government of Slovakia concluded that the principles emanating from the Convention were provided for in full within the Constitution (460:1992 (Digest), enacted by the Slovak Republic National Council on 1 September 1992 and in effect from 1 January 1993, i.e., from the inception of independent statehood of the Slovak Republic).

28. On the basis of the Constitution, the individual provisions of the Convention are also elaborated in the form of numerous original and amended laws and their executive measures, whose implementation is regularly controlled. Approximation of the Slovak Republic legislative system to that of the European Union countries has recently been implemented concurrent with the ongoing economical and social transformation as well as with the status of Slovakia as an associate member of the European Union.

29. In 1995, the Government enacted a series of new and amended laws within the social transformation process, thus gradually creating a new structure and demographic image of society. Specific data are shown, illustrating the situation in 1994 when considerable movements were apparent.

30. Slovakia abides by the principle that rights of women are indelible components of human rights.

31. In accordance with article 2 of the Convention, title 12 of the Constitution specifies that all people are free and equal in dignity and rights. Fundamental rights and liberties are non-divestible, inalienable, non-forfeitable and unbreakable. These fundamental rights and liberties are guaranteed to all regardless of sex, race, colour of skin, language, faith or religious denomination, political or other affiliation, national or social origin, membership of a nationality or ethnic group, property, lineage or any other position. Nobody may be defaced or discriminated, either for or against, for any of the above reasons.

32. According to title 35 of the Constitution, all persons are entitled to select freely their vocation and professional preparation, to perform business or other gainful activities. It is furthermore stipulated that citizens have the right to work and that the State provide adequately for the subsistence of

citizens unable to exercise this right for reasons for which they hold no responsibility.

33. The right of all employees to just and satisfactory labour conditions is stipulated in title 36 of the Constitution:

(a) The right to compensation for work executed sufficient to maintain a dignified standard of living;

(b) Protection against licentious firing and discrimination in work;

(c) Protection of labour safety and occupational health;

(d) Maximum permissible worktime length;

(e) Adequate time for rest after work;

(f) Minimum permissible duration of paid vacation;

(g) The right to collective bargaining.

34. According to titles 38 and 39 of the Constitution, women are entitled to increased protection of occupational health and to specific working conditions. Pregnant women have the right to special care, protection in labour relations and corresponding working conditions.

35. Article 2 of the Convention is provided for in title 11 of the Constitution, establishing that international conventions on human rights and fundamental liberties, ratified by the Slovak Republic and promulgated by law, shall have preference before national laws in cases where they provide for a greater extent of constitutional rights and liberties, in expression of wishes of Slovakia to keep up with the pace of international developments in the field of protection and progression of human rights, including the rights of women.

36. The Constitution as well as judiciary laws offer equal legal protection to all men and women before the courts and other public institutions.

37. Any acts or practices discriminating against women are contrary to the Constitution.

38. All laws of Slovakia must comply with the Constitution, and there is at present no law discriminating against women.

39. The Constitution guarantees adherence to article 3 of the Convention, as well as to its articles 4 and 5 (a).

40. Article 5 (b) of the Convention is provided for in the law on the family. Amendment of family legislation is planned, including a juridical codification of the status of women.

41. One of the fundamental principles of the law on the family (94:1963 (Digest) as amended and supplemented) is that motherhood manifests the calling

of women which is most honourable and to which not only protection but also every care by society must be accorded, mainly through material support of mothers and children and assistance in their upbringing. Both parents are responsible for the proper upbringing and development of children in a way that reinforces the unity of interests of family and society.

42. Parents are the principal educating factors for the moral and emotional development of the personality of children as well as for instilling a system of family values on the basis of examples, and in the supply of information necessary for life in matrimony and in the family. Families are assisted in their educational functions by the entire society, primarily by schools, churches, the media and adult examples. Along with other subjects of society, the State creates informational and institutional conditions enabling families to improve their educational conduct. These conditions in particular include the schooling system, social care system and health-related education. State social care incorporates mainly advisory-instructional activities as well as social-legal protection of children. Psychological advice is offered to individuals, married couples and families in the corresponding service centres.

43. Article 6 of the Convention refers to the Penal Code (140:1961 (Digest) as amended and supplemented), dealing with the issue of protection of women in several of its stipulations. The Code protects men as well as women generally against various forms of violence, prescribes punishments for criminal acts against life and health, freedom and human dignity, the family and young people and humanity. Adult women but also adolescent and minor females are particularly protected. Specifically, the Code deals with the following crimes: rape (chap. 241), statutory rape (chap. 242), traffic in women (chap. 246), pimping (chap. 204) and criminal abortion (chap. 227).

44. The stipulations of chapter 246 of the Penal Code relating to traffic in women are based on the obligations of Slovakia derived from international conventions on suppression of such trade. Perpetrators are punishable pursuant to chapter 204 (pimping) of the Penal Code for acts involving hiring, motivating or corrupting another person for prostitution as well as for the exploitation of prostitution performed by others.

45. Violation of chapter 204 is punishable by one to five years of imprisonment. Traffic in women is similarly punishable, with imprisonment ranging from three to eight years in cases involving women below 18 years of age or committed with intent to use a woman for purposes of prostitution.

46. The number of persons convicted between 1992 and 1994 for crimes involving the above chapters of the Penal Code are shown in the following table:

Chapter	Subject	Number of persons convicted		
		1992	1993	1994
204	Pimping	-	1	3
246	Traffic in women	3	3	4
241	Rape	125	97	76

47. In terms of article 7 of the Convention, title 30 of the Constitution provides that citizens have the right to participate in the management of public issues, directly or through their freely elected representatives. The right to vote is universal, straight and direct, executed by ballot. Its conditions of execution are specified by law. Pursuant to law No. 80:1990 (Digest) of the Slovak National Council as amended by later legislation on Council elections, to Council law No. 346:1990 (Digest) (as amended by later legislation) on elections for communal self-government bodies, and to Council law No. 564:1992 (Digest) as amended by later legislation on execution methods of referendums, all voters regardless of sex have equal rights to vote in elections and referendums as well as to be elected to public office. Any Slovak citizen permanently residing in the territory of Slovakia, having the right of vote and having completed the twenty-first year of life to the date of elections is eligible for election as a representative of the Slovak National Council. Council law No. 346:1990 (Digest) as amended by later legislation, on elections for communal self-government bodies stipulates that all citizens permanently residing in a municipality and having completed their eighteenth year of life to the date of elections have the right of vote in elections for communal self-government bodies. Pursuant to chapter 3, paragraph 1, of the same law, all citizens having the right of vote are eligible for election as representatives of municipal representations.

48. Women participating in public life in the Slovak Republic represent 16 per cent in the Government, 14 per cent in the National Council and 10 to 30 per cent in individual municipal functions.

49. Article 8 of the Convention is implemented at the level of governmental institutions as well as of non-governmental organizations. Five ambassadors of the Slovak Republic are women. Delegations representing both Government and non-governmental organizations comprising both men and women participate in the World Conference on Human Rights (Vienna, 1993), the International Conference on Population and Development (Cairo, 1994), the World Summit for Social Development (Copenhagen, 1995) and the Fourth World Conference on Women (Beijing, 1995) and in congresses and actions organized by the International Labour Organization (ILO). The Committee of Women is an advisory body of the Confederation of Trade Unions of Slovakia, with its chairwoman acting as statutory representative of the Confederation at the International Confederation of Free Trade Unions in Brussels.

50. Slovakia is an active participant in the work of the Commission on the Status of Women (an intergovernmental body, comprising representatives of 45 States Members of the United Nations, including Slovakia) and in activities of the Council of Europe Steering Committee for Equality between Women and Men. The Bratislava International Centre for Family Studies was established in the framework of the International Year of the Family with the support of the Slovak Government to contribute to a deeper understanding of issues of families and women in both the national and international contexts.

51. Several non-governmental organizations in Slovakia are also active in the field of women issues.

52. The provisions of article 9 of the Convention are guaranteed by National Council law No. 40:1993 (Digest) on Slovak citizenship, according equal rights to men and women alike. No female citizen may, without expressing her wishes in the form of an application, lose citizenship by marriage with an alien or as the result of the changed citizenship of her spouse. Pursuant to title 5 of the Constitution and to chapter 9 of the above law, Slovak citizens may only be divested of citizenship by release based on their corresponding applications.

53. Pursuant to chapter 5, paragraph 1, subparagraph (a), of law No. 40:1993 (Digest), children are citizens of Slovakia if at least one of their parents (regardless of whether mother or father) is a citizen.

54. With regard to article 10 of the Convention, the criteria specified therein are included in the Constitution as well as in other legislation, and the usual standards of European countries are exceeded in practice. The State maintains subsidization even in fields that should be financed by enterprises and have increased participation of families, and provides training for certain professions where financing in the form of loans would be preferable. The amended and supplemented wording of the law on schools and the law on universities enables the Government to maintain equality of rights and to prevent discrimination against women. In the field of physical training, the specificities of women are taken into account. All citizens have access to elementary education and non-discriminatory access to higher education with no quota established for either sex, including postgraduate and doctorate studies. This approach has resulted in a high percentage of women in the teaching professions and a lower percentage in technical vocations.

55. Courses on sexual education and preparation for parenthood are organized by schools and adult education institutions.

56. Developments in the professional interests of women can be illustrated by the school orientation of girls. In 1993, girls represented 49 per cent of elementary school pupils, 62 per cent of secondary professional school pupils, 36.9 per cent of secondary apprentice school pupils and 60 per cent of grammar school students. The representation of women among university graduates was 52 per cent in the field of natural sciences, 64 per cent in medical and pharmaceutical sciences, 31 per cent in technical departments, 34 per cent in agriculture and forestry, 64 per cent in social sciences and 54 per cent in culture and the arts.

57. More than 60 per cent of all employees in cultural organizations are women, holding managerial positions in 40 per cent of such organizations.

58. With regard to article 11, paragraph 1 (a), (b), (c) and (d) of the Convention, on equality in employment, the Labour Code stipulates in title III, on fundamental principles, that all citizens are entitled to work and to free selection of employment, to fair and satisfactory labour conditions and to protection against unemployment. These rights must not be restricted by any limitation and/or discrimination based on race, colour of skin, language, sex, social origin, age, faith, political or other opinions, political affiliation, trade-union activities, membership in a nationality or ethnic group or any other position.

59. Title VII of the Labour Code guarantees the right of equal status in work for women and men. Women are accorded labour conditions enabling their participation in work that takes into consideration not only their physiological preconditions but mainly their societal functions of motherhood and care for and upbringing of children.

60. Title IX of the Labour Code stipulates that labour-law relationships are increasingly protected by law at times of inability to work of the employee owing to illness, injury, pregnancy or motherhood.

61. Law No. 1:1991 (Digest) on employment, as amended, stipulates in the preamble that all citizens, regardless of their sex, have the right to be employed.

62. Chapter 1 of the same law specifies that the right to be employed is understood to apply to citizens wishing and able to work and actually seeking work, and includes the following specific rights:

(a) To mediation of work in suitable employment;

(b) To requalification when necessary;

(c) To material subsistence prior to employment and after loss of employment.

63. The right of citizens freely to select employment and execute it in the entire territory of Slovakia, or to seek employment abroad is provided for in chapter 1, paragraph 3, of the law. Chapter 3 stipulates that the employment policy of the State is targeted to support free selection of employment. Its execution is assigned to ministries and other central State administration bodies, to State labour bodies established by law and to the Employment Fund.

64. In mediation of employment, increased care is afforded, according to chapter 9 of the law, to job seekers in need of such care in connection with their state of health, age, motherhood or other serious reasons. This category includes pregnant women, solitary persons caring for a child below 15 years of age, or citizens executing long-term care for severely ill children in need of special care, or care for a severely health-affected family member.

65. Determination of the duration of employment for purposes of the law on employment (chap. 13, para. 2 (e)-(g)) includes:

(a) Time spent in personal care for children affected by a severe long-term disease in need of special care or of particularly demanding special care, unless placed in an institute established for such care (subpara. (e));

(b) Time spent in personal care for a related person prevailingly or totally paralysed, unless accepted in the care of a social care institution or a similar establishment (subpara. (f));

(c) Time spent in care for a child below three years of age in cases when employment was, in the meantime, terminated for reasons specified by chapter 46, paragraph 1, subparagraphs (a) and (b) of the Labour Code (organizational changes) (subpara. (g)).

66. The right to employment, including all advantages and conditions thereof, to professional training and retraining, including acquisition of a fully skilled status, specialized preparation and postgraduate schooling, is provided for in the corresponding stipulations of the Labour Code and applies equally to women and men.

67. With regard to article 11, paragraph 1 (e), of the Convention, title 39 of the Constitution provides that all citizens, regardless of sex, are entitled to adequate material subsistence in old age, when unable to work and in cases of loss of the breadwinner.

68. This constitutional right is specified in detail in law No. 100:1988 (Digest) on social care, as amended, specifying the conditions of title to the individual pension benefits; by law No. 54:1956 (Digest) on health insurance of employees, as amended; and by law No. 88:1968 (Digest) on extension of maternity leave and child allowance benefits based on health insurance, as amended, specifying the conditions of title to health insurance benefits payable in substitution of gainful employment.

69. In case of social care, persons qualified as old age citizens are entitled to pension benefits. The precondition for claiming such benefits is a required duration of past employment, which is equally determined for men and women as 25 years at least, and a specific age of the beneficiary. This age is determined differently for men and women. While the general requirement for men is 60 years of age (in the third working category), for women it is reduced from 53 to 57 years, depending on the number of children raised.

70. Citizens fully or partially disabled are entitled to full or partial disability benefits, with the respective conditions equally applicable to men and women alike.

71. In the case of the death of the breadwinner, citizens may claim widower's, widow's or orphan's benefits. The law presently in force grants preferential conditions to women who may generally claim widow's benefits for one year after the death of the spouse. Thereafter, continuing widow's benefits may be claimed, provided that one of certain defined conditions is met (e.g.,

disability, care for at least one child who has no means of subsistence, having raised children in the past or completion of 50 years of age). In comparison, men may claim widower's benefits exclusively contingent upon their care for at least one child who has no means of subsistence.

72. The present legal arrangement of pension benefits takes the specific position of women into account by recognizing the possibility to claim special spouses' benefits of women failing to meet conditions required to claim old-age pension or disability benefits. The allocation of such benefits, whose amount is universally defined by law, takes into consideration the situation of women who, for reasons of prolonged care for children or for the household of their spouse, are unable to satisfy the requirements of past employment in order to claim old-age pension or disability benefits.

73. Citizens participating in the employee health insurance system are entitled to sickness benefits, substituting earned income in cases of their own temporary inability to work, care for a child below 10 years of age, tending a sick child under 10 years of age or another family member, or care for a newborn. Sickness benefits are claimable by men and women alike.

74. Employees, regardless of sex, are entitled to sickness benefits in cases when they are temporarily unable to work because of a disease or accidental injury. Benefits are allocated from the first to last day of such temporary inability to work.

75. Support in cases of tending sick members of the family is allocated in the same value as sickness benefits in cases when the employee, regardless of sex, cannot work because of caring for a child below 10 years of age, tending a sick child under 10 years of age or another family member, or caring for a newborn on the basis of reasons specified by law. Such support is allocated in the first seven workdays of the necessary care. Solitary employees, again regardless of sex, are afforded increased support provided that they execute permanent care of at least one child until its completion of the compulsory education age; in such cases, benefits are allocated in the first 13 workdays of the necessary care.

76. Maternity benefits form part of health insurance benefits and are allocated, under conditions specified by law, to women as well as men, in connection with care of a newborn child. The amount of benefits, payable from the first day, is 90 per cent of net daily wages. The duration of payments depends on whether the beneficiary is the mother of the child or a different person. Benefits are payable for 28 weeks to the mother; in the case of women having given birth to two or more children and caring for at least two, as well as of women not married, widowed, divorced or solitary for other serious reasons and not living in common-law marriage, the payment of benefits is extended to 37 weeks. Maternity benefits are also allocable, under specified conditions, to female employees who did not give birth to the child but accepted it into permanent care; these benefits are allocable to male employees as well, under the same conditions. In such cases, benefits are payable for 22 and 31 weeks, respectively, i.e., payments are reduced by six weeks of the benefits allocated to women before the birth date.

77. Female employees assigned to work that is not allowed to be performed by pregnant women or to work that, in medical opinion, would threaten the pregnancy and for that reason are reassigned to other lower paid work during pregnancy until the ninth month after childbirth are allocated complementary pregnancy and maternity benefits, amounting to the difference between their average earnings before being reassigned to lower paid work, and those earned in the individual calendar months following such reassignment.

78. It follows from the above evaluation of the legal arrangement of the pension and health insurance system presently in force that women are not discriminated against with respect to claims of the individual pension and health insurance benefits and that they are subject to preferential conditions in certain cases in comparison with men.

79. With regard to article 11, paragraph 2, of the Convention, the Labour Code guarantees increased protection of women considering their physiological conditions and mainly their societal function of maternity, upbringing and care for children.

80. In cases where a pregnant woman or mother of a child below nine months of age performs work which, in medical opinion, would threaten her pregnancy or maternal role, the employer must reassign her for suitable work in consideration of her state of health, abilities and, if possible, her qualifications (chap. 37). In case such a woman returns to work after termination of maternity leave, the employer must assign her to her original work and workplace; when she returns to work after extended maternity leave (three years), she must be assigned to work in accordance with her contract of service (chaps. 147 and 157).

81. Protection of women is guaranteed in labour law relationships by the following measures:

(a) Enumerative nature of the reasons enabling employers to terminate employment by giving notice or by firing (chap. 46, para. 1, and chap. 53, para. 1 of the Labour Code);

(b) Involvement of trade union bodies in cases of giving notice or firing by the employer (chap. 59);

(c) Establishment of a protection period during which termination of employment by employers is not allowed (chap. 48);

(d) Extension of the period of notice, applicable in certain cases (chap. 47).

82. The Labour Code stipulates that employers are responsible to ensure care for qualification of employees, regardless of sex, by the following measures:

(a) Training of employees entering a job without qualifications or reassigned to different work or workplace or working methods;

(b) Extension or increase of qualification of employees.

83. Chapter 7 of the Labour Code is specifically concerned with labour conditions of women, pregnant women and mothers, as follows:

(a) Under chapter 149, employers must establish, maintain and improve sanitary and other facilities for women;

(b) Under chapter 150, employers are forbidden to assign women to work in the underground mining of minerals or driving of tunnels and mining galleries, or to work that is physically unsuitable for or harmful to women mainly if it is potentially threatening to their maternal calling; they are furthermore forbidden to assign pregnant women to work that, in medical opinion, threatens their pregnancy. These interdictions apply similarly to mothers until the end of the ninth month after childbirth;

(c) Under chapter 151, women must be given a mandatory period of rest between two working shifts between 10 p.m. and 6 a.m. of the following day;

(d) Chapter 152 establishes conditions allowing women above 18 years of age to perform overnight work in exceptional cases;

(e) Chapter 153, together with the interdictions outlined in paragraph 150 stipulates protection of pregnant women and mothers until the end of the ninth month after childbirth by their temporary reassignment to other, more suitable, work;

(f) Chapter 154 establishes business travel conditions applicable to pregnant women and women caring for children;

(g) Chapter 156 relates to worktime modifications for women caring for children.

84. Equal rights are ensured to men and women with respect to claims in the field of wages, both in the public and private sector, by all generally binding legislation, including in particular the following:

(a) Law No. 1:1992 (Digest) on wages, compensation payable for work on standby and on average earnings as amended by later legislation;

(b) Governmental decree No. 43:1992 (Digest) of the Czech and Slovak Federative Republic on the establishment of minimal wage tariffs and preferential wages payable for work in aggravated and noxious environments, as amended by later legislation;

(c) Governmental decree No. 53:1992 (Digest) of the Czech and Slovak Federative Republic on minimum wages, as amended by later legislation;

(d) Law No. 143:1992 (Digest) on wages and remuneration payable for work on standby in State budgetary organizations and certain other organization, as amended by later legislation;

(e) Governmental decree No. 249:1992 (Digest) of the Slovak Republic on salaries of employees in State budgetary organizations and certain other organizations, as amended by later legislation.

85. All generally binding legislation respects the principle of equality with respect to emoluments and does not differentiate between men and women nor groups divided by any other aspect with respect to wages payable for work of the same value and performance within the same type of activities.

86. The method of incorporation of employees in tariff or salary classes is also specified by legislation and/or rules of execution ensuring equality of fundamental categorization, regardless of sex.

87. Similarly, job catalogues show individual activities categorized by complexities of work, levels of responsibility and by psychological as well as physical demands, refraining from differentiation by sex.

88. Wages agreed upon by the social partners in collective conventions are expressed regardless of applicability to male or female employees.

89. The social field has also been affected as a result of the ongoing transformation from a centrally controlled to market economy, primarily of the arms industry conversion, loss of Central and Eastern European markets, inflation and an unemployment rate of approximately 13 per cent (close to 30 per cent in certain regions). This situation is reflected in the undertakings expressed by the World Summit for Social Development in a resolution concerning countries with transforming economies. Women have been responding with particular sensitivity to the situation.

90. Major shifts resulting from the continuing changes (privatization and/or restitution of former State and cooperation ownership of assets, transition from centralized to market economy, transformation of the economical and social spheres) are manifested by a growth of the tertiary sector, including banking, services, and a decentralization of foreign trade, etc.

91. Certain phenomena are also derived from specificities of the developments in, and particularities of, Slovakia.

92. In the first quarter of 1994, the economically active ration of the population was 46.98 per cent, of whom 53.72 per cent were men and 46.28 per cent were women. The utilization level of second employment or part-time labour opportunities by women is generally low. The number of small private companies has been increasing in recent years. In 1994, the number of workers in administration and management increased from 197,681 in 1985 to 301,800, of whom 118,500 were men and 183,300 were women. Certain sectors, e.g., schools, are characterized by a higher number of women: 82 per cent of the staff in primary schools, 68.4 per cent in grammar schools, 61.5 per cent in secondary professional schools and 34.2 per cent in universities are women (1993 data).

93. In total, 560 women judges (52 per cent) and 233 female prosecutors (41.5 per cent) were working in the judiciary in 1994; and 111 women lawyers, representing 13.8 per cent, were active in the legal profession in 1993.

94. Moderate reduction (to below 13 per cent) in the rate of unemployment was expected in the 1995-1996 period, along with termination of the fundamental privatization process; transformation of the social sector will proceed concurrently. The Government controls and monitors the relevant processes, accepting the necessary measures in the context of their impact upon the situation of women and families.

95. Organizations subsidized by the State budget and certain other bodies use employee salary categorization by the creditable contributing service-time factor. This applies to female employees as well, and legislation is in force preventing discrimination against women based on maternal duties, stipulating that the duration of creditable service time must include the time spent in child care, equivalent in length to maternity leave or extended maternity leave (as specified by relevant legislation), as well as time spent in all-day care for a child with severely impaired health, as regulated by specific legislation (maximum six years of the sum of such creditable times).

96. Differences in wages may only be based upon differences in the performance or quality of work. This applies to men and women alike. Partial differences between the wages of male and female employees may be derived from the fact that chapter 150, paragraph 2, of the Labour Code forbids women to perform work considered physically unsuitable for women or harmful to them, mainly work executed in unsuitable or noxious conditions potentially threatening maternity.

97. Care of children and families by women is supported by relief measures prescribed by the Labour Code, primarily with respect to travel on official business, worktime modifications, overtime and nighttime work. These concessions may form the background of the reduced participation of women in managing activities, and also of their lower interest in management positions.

98. Closer views at the issue are offered by the Labour Price Information System statistical survey, executed in Slovakia in the second quarter of 1995 and participated in by 351 organizations, representing some 280,000 employees. Data on wages of approximately 165,000 men and 94,000 women were reviewed in the survey. It was found that the average hourly wages of women were 22.3 per cent lower than for men, primarily owing to the lower representation of female employees in higher tariff classes. The individual tariff classes show only minimal differences of the hourly wages of men and women - 3.2, 5.4 and 6.4 per cent in tariff classes No. 11, 10 and 9, respectively. The highest difference (26.9 per cent) between salaries of women and men appears in the extra-tariff category, occupied mostly by management personnel.

99. With respect to article 11, paragraph 3, of the Convention, legislation governing issues of protection as per article 11 is regularly re-evaluated and modified when necessary. This applies, for example, to the law on employment (1:1991 (Digest)), last amended as No. 197:1995 (Digest), as well as to the law on the Employment Fund (10:1993 (Digest)), last amended as article III of law No. 197:1995 (Digest).

100. Article 12 of the Convention is implemented within the entire health care system. Protection of and care for women is realized in the framework of a demanding health support programme.

101. A systemic and conceptual approach is as yet absent in the gradually established private sector and qualified health care is ensured by the State public health care network. This includes a thoroughly elaborated system of dispensarization, oncological prevention and prevention of sexually transferable diseases. The network, comprising specialized gynaecologists working at clinics and outpatient stations, not only provides for pre-natal care (including foetal screenings for congenital development anomalies in cooperation with geneticians) but offers complex care in pregnancy as well as to newborn babies. In particular, screening methods for the determination of metabolic defects in newborns have been used with good practical results.

102. Thanks to the above system, perinatal mortality in Slovakia has had a decreasing trend, first having dropped below the 10 per thousand value in 1994. Slovakia, similarly to other European countries has a decreasing birth rate; its permanent reduction may also be a result of the adverse economic situation in certain regions as a result of the industrial conversion, as well as unemployment. Compared with a total of 80,482 births in 1989, their number declined to 73,583 in 1993 and less than 70,000 in 1994. Interrupted pregnancies shows a similarly decreasing trend, with the number of abortions falling from 50,365 in 1988 to 38,302 in 1993. The average per-family number of children is below two as the result of a generally adverse demographic development.

103. Thus it can be concluded that women are afforded good health care, particularly in connection with maternity, through a qualified network of gynaecological services.

104. With regard to article 13 of the Convention, payment of child allowances is permanently incorporated in the system of social measures and is subject to regular adjustments, taking into account both family income levels and the rate of inflation.

105. Based on proposals formulated by World Bank representatives at the Fourth World Conference on Women on the effectiveness of investments in the active employment of women, opportunities to assist women in acquiring financial resources in the field of business are also sought in Slovakia.

106. Recreation and sports relating to article 13 (c) of the Convention are at standard level, and in culture at a high level, of development in Slovakia.

107. The balance drawn with the provisions of article 14 of the Convention is generally positive. However new problems have been appearing in rural areas with respect to restitution of private land ownership, transformation of agricultural cooperatives and reduced opportunities to find a city job by women coming from the province in the form of requirements for requalification and/or new professions available to provincial women, e.g., new forms of gainful employment executable at home.

108. Such problems are highly topical for women forming the majority (1.2 million) of the rural population, accounting for approximately 2.3 million (44 per cent of the total population). The 1995 selective survey of the labour force showed that of the 273,700 persons working in agriculture, forestry and food production, women formed 37 per cent (101,500), with a substantially higher concentration (57 per cent) in the food industry.

109. Transformation of the agricultural sector introduced a considerable reduction of employment. From 1989 to 1994 the number of persons employed in this branch of the economy decreased from 360,700 to 158,100 with a simultaneous drop of the ratio of women, from 37.8 to 33.1 per cent. A lack of jobs in rural areas has resulted in a difficult situation in many regions showing comparatively insufficiently developed social infrastructures. Considering the present low subsidization of local cultural activities, problems have also appeared with respect to social and cultural life in the countryside.

110. There is still an insufficient number of women among agricultural and food-industry entrepreneurs. This can be explained by the pattern of rural settlement, a low degree of self-confidence, a lack of higher education and commuting into district seats. Consequently it appears necessary to organize scientific-technical educational programmes for women in the provinces, emphasizing such fields as business, education for public functions, nutrition, care of elderly family members and children and household management. The problem of a more uniform distribution of family care between both marital partners, linked to the development of entrepreneurship as well as to the increased absence of men for business or job-migratory reasons has begun to arise in the countryside as well.

111. In the 1,400 organizations constituting the agricultural and food sector, female directors comprise only 7.1 per cent. The situation is relatively better at medium levels - mainly economic and staff - of management.

112. Positive results in this respect are expected of the Agency for Rural Development, established on 1 April 1995, to which tasks of coordination and organizational assurance of branch-related institutions' activities, emphasizing socio-economic progression of the countryside, have been assigned by its founder, the Ministry of Agriculture.

113. With respect to article 15, paragraph 1, of the Convention, title 14 of the Constitution guarantees legal capacity to men and women alike. Legal capacity is defined by the Civil Code (40:1964 (Digest), as amended and supplemented) in its chapter 7, paragraph 1, as follows: "Legal capacity of a natural person is commenced by birth, including that of a conceived child if born alive". Thus the law makes no difference between male and female natural persons, or male and female children. Such capacity is terminated by death.

114. With regard to paragraph 2, civil and property relations of both natural and juridical persons, property relations between such persons and the State as well as relationships emanating from personal protection rights are defined by the Civil Code. Participants of civil-law relations may be natural as well as juridical persons; as such, they have equal status.

115. The capability of a persons, regardless of sex, to assume rights and liabilities through his or her own legal acts (legal competence) is fully established by coming of age, i.e., by completing the eighteenth year of life in the case of men and women alike. The coming of age at an earlier time in life is only possible through the act of matrimony (as specified in the commentary relating to article 16 of the Convention), and in such case it will remain valid even when a marriage is annulled or ended (chap. 8 of the Civil Code).

116. Natural persons regardless of sex may only be deprived of legal competence by judicial decision and only in cases when a person, because of a mental disorder other than a temporary one, is totally unable to execute legal acts.

117. The legal competence of a natural person may be limited by a court in cases when he or she, because of a mental disorder other than a temporary one or because of excessive use of alcohol or narcotics or poisons, is partly unable to execute legal acts. The range of such limitation must be determined in the verdict.

118. In terms of paragraph 3 of article 15, the Business Code (513:1991 (Digest), as amended and supplemented), derived from the Civil Code, governs the legal relations between entrepreneurs, business liabilities and certain other issues linked to business activities. Entrepreneurs are natural persons regardless of sex, or juridical persons meeting the conditions specified by law.

119. The conditions of trade licences are specified by Law No. 455:1991 (Digest) on trades as amended by later legislation. Natural and juridical persons may acquire a trade licence under certain conditions specified by the law. The general conditions applicable to natural persons regardless of sex are completion of 18 years of age, legal competence and probity. In the case of juridical persons these general conditions apply to their responsible representatives, men or women alike.

120. The constitutional right (title 46) to protection in court and to other types of legal protection is specified by the rules of civil proceedings (99:1963 (Digest), as amended and supplemented). This law specifies the procedures applicable to courts and civil litigation participants so as to ensure fair protection of rights and lawful interests of the participants. Participants are defined as natural and juridical persons of competence as to procedural rights and obligations who have equal status while executing and asserting such rights and obligations. All persons are entitled to seek protection from violation or threat of their rights in courts. All participants regardless of sex have equal positions in civil proceedings. The qualification to participate in such proceedings is linked to legal competence (chaps. 18 and 19 of the rules).

121. In terms of paragraph 4, title 23 of the Constitution guarantees freedom of movement and abode to all. Each person legally dwelling in the territory of Slovakia has the right freely to leave the territory. Such freedom may be restricted by law in unavoidable cases necessary for reasons of security of the State, maintenance of public order, protection of health or protection of rights and liberties of others, and - in delimited territories - also in the interests of protection of nature.

122. All Slovak citizens have the right to freely enter Slovak territory. No citizen may be coerced to leave his or her country or banished from the country or extradited to another State. Aliens may only be expelled in cases specified by law.

123. With respect to article 16, paragraph 1, of the Convention, the principle of equal status of men and women in all matters of the family is consistently executed by the law on the family (94:1963 (Digest), as amended by later legislation):

(a) The right to enter into marriage is equal for men and women. It is primarily assumed by being of the age required for marriage, which is 18 years for all citizens;

(b) The voluntary decision of a man and woman to create a harmonic, firm and permanent association in life is an essential condition of marriage. Nobody is compelled by the law to enter into marriage with a specific partner, or at all;

(c) Marriages may be entered into by civil procedure as well as by religious ceremony;

(d) Men and women have equal rights and equal obligations in marriage. The law does not recognize supremacy, mutual matrimonial relations included, of men above women. The rights and obligations of marital partners arise by entrance into marriage, and only end with its termination;

(e) The parents hold the responsibility for rights and obligations with respect to children as a matter of principle; they should execute their rights and obligations by mutual accord. This means that parental rights and obligations relating to the upbringing and sustenance of children are uniform in the law, regardless of whether the parents are or had been married, or whether a child was born within or outside of a matrimonial relation. However the parents must abide, in the execution of parental rights, by the axiom that child interests - if in compliance with those of society in specific directions - are of paramount importance. In cases where parents are unable to reach agreement in substantial matters relating to the execution of their parental rights and obligations, the respective decision is taken by a court of justice. A child cannot be represented in such cases by either of the parents, and courts must appoint a custodian to represent the child in the proceedings or in specified legal acts ("collision custodian"). The objective of the mandatory appointment of a collision custodian is to ensure generally increased protection of legal interests of minors. The collision custodian function, usually fulfilled by the district office of venue expires by the time of conclusion of the legal proceedings that had initiated its establishment. Following inquiries and the establishment of findings the collision custodian submits to the court his or her proposal of adjustment of parental rights and obligations with respect to the child, particularly when commitment into custody of one of the parents is involved, always acting in the best interests - evaluated in accordance with those of society - of the child. The same principles govern the decisions of courts of justice in matters of parental rights and obligations;

(f) The State protects the right of parents to beget children in numbers and time intervals in accordance with their own wishes, creating conditions for the protection of the health of women, men and children. With respect to adults the State disseminates general information on the principles of human fertility, and on methods regulating conception (natural physiological methods, contraceptives);

(g) Also in cases of child adoption or substitute family upbringing which is realized by delivery of the child into the charge of a person other than its parent for purposes of upbringing, by delivery into foster-parent care or by appointment of a custodian to a child whose parents died or were deprived of their parental rights or lack full legal competence, the principle of equal status of men and women remains in effect. Such forms of upbringing of children are decided by courts of justice, and child interests are of paramount importance in all cases. Foster parents are entitled to claim child subsistence allowances as well as foster-parent remuneration with respect to the child in their foster-parent care. In cases of such care jointly executed by marital partners both the remuneration and contributions are payable to the woman. Compensations for custodianship are resolved similarly, according to the law No. 50:1973 (Digest) on custodian care as amended by later legislation;

(h) A man and woman entering matrimony are required to agree on a joint declaration on their future names. They have the following alternatives: they may either select one or both names to be used as their joint name, or both of them may keep their present names. They have equal rights when opting for either of their present names but cannot choose a different (third) name to be used as the joint one. In practice, selection of the name of the man prevails. The only exception of the principle of joint decision of marital partners in family matters is in the exercising of the respective vocations and selection of employment of both spouses. In this issue no consent of the other partner is needed by either of them as the Constitution guarantees the right of free selection of vocation to all citizens, which must not be limited by others, i.e., not even by the spouse. However the question is usually settled by agreement in the majority of marriages;

(i) Article 1 of the law on the family stipulates that a marriage in Slovak society is based on strong emotional relations between a man and woman, and that both have equal status therein.

124. Issues of ownership in matrimony are dealt with by chapters 143 to 151 of the Civil Code, stipulating undivided co-ownership of both spouses in appreciation of the unity in marriage and equal rights of both spouses from economic aspects as well.

125. Undivided co-ownership of the spouses relates to all tangible assets (including money) that may be considered property, lawfully acquired by any one of the spouses in the time of the existence of the marriage. Assets acquired by one of the spouses prior to the marriage, those inherited by or donated to one of the spouses over the duration of the marriage or those that, by nature, serve the personal or vocational needs of one of the spouses are not included in the undivided co-ownership. Exclusive individual ownership by a spouse also applies to assets delivered to him or her pursuant to legislation on restitution,

provided that they had been in their respective ownership prior to the marriage, or were delivered to them as to legal successors of the original owner.

126. Property in undivided co-ownership is jointly used by both spouses who cover jointly all expenditures appearing in connection with such assets, including their maintenance and use. Each of the spouses may separately take care of routine matters concerning assets in undivided co-ownership while other issues require approval by both partners. Spouses unable to reach agreement on the rights and obligations emanating from undivided co-ownership may seek a court decision.

127. Spouses may, in mutual accord, extend or limit the scope of undivided co-ownership defined by law, or they may conclude a management agreement on the co-owned property. Such agreement must be made in the form of a notarial record.

128. Undivided co-ownership is terminated by discontinuation of the marriage or rescinded, for grave reasons, by court decision applied for by either of the spouses while the marriage still existed. Such reasons include, in particular, irresponsible dealing with the property by one of the spouses who handles it in his or her sole interests to the detriment of the other partner. In cases of entrepreneurial activities executed by one of the spouses the other spouse may apply for annulment of undivided co-ownership to a court.

129. Legislation governing proprietorship by marital partners refers to both men and women as spouses, thus emphasizing the equality of status of both partners. Any interpretation of the law is absolutely excluded, along with any procedure enabling discrimination against women in marriage in matters of acquisition, management, disposal and use of property, both in undivided co-ownership and in their exclusive ownership.

130. The measures referred to in article 16, paragraph 2, of the Convention are also included in the law on the family. Marriages cannot be entered into by minors. A court may permit marriage of a minor above 16 years of age exceptionally if in compliance with the social purpose of marriage. No marriage of minors below 16 years of age is possible.

Conclusions

131. The Slovak Republic is fully engaged in the implementation of individual articles of the Convention. All of its legislation includes norms sanctioning non-compliance. Amendments of legislation or other measures are resolved by the Government in the sense of the Convention in case of factual changes.

132. As a new State the Slovak Republic has as yet not utilized the possibility given by article 17 of the Convention, i.e., to name its appointee for the list of member candidates of the Committee on the Elimination of Discrimination against Women.

ANNEX I

Population and participation in the labour force, 1988-1993

(Thousands of persons)

	1988	1989	1990	1991	1992	1993
Population total[a]						
Men	2 577	2 587	2 596	2 583	2 590	2 600
Women	2 687	2 701	2 715	2 713	2 724	2 736
Total	5 264	5 288	5 311	5 296	5 314	5 336
Population below working age (under 16 years)[a]						
Male	695	687	680	665	653	642
Female	667	659	651	637	626	614
Total	1 362	1 346	1 331	1 302	1 279	1 256
Working age population[a]						
Men (15-59 years)	1 561	1 576	1 591	1 595	1 612	1 632
Women (15-54 years)	1 433	1 451	1 468	1 481	1 500	1 520
Total	2 994	3 027	3 059	3 076	3 112	3 152
Population aged 15 to 64 years[a]						
Men	1 668	1 682	1 697	1 701	1 717	1 736
Women	1 702	1 717	1 732	1 742	1 758	1 776
Total	3 370	3 399	3 429	3 243	3 475	3 512
Total labour force[b]						
Men	1 338	1 313	1 275	1 335	1 360	1 352[c]
Women	1 261	1 242	1 231	1 213	1 142	1 156[c]
Total	2 599	2 555	2 506	2 548	2 502	2 508[c]
Employed persons[b]						
Men	1 338	1 313	1 255	1 190	1 230	1 181[c]
Women	1 261	1 242	1 211	1 056	1 012	1 011[c]
Total	1 599	2 555	2 466	2 246	2 242	2 192[c]
Registered unemployed[d]						
Men			20	145	130	193
Women			20	157	130	175
Total			40	302	260	368
Unemployed according to the ILO definition[c]						
Men						171
Women						145
Total						316

(Footnotes on following page)

(Footnotes to table)

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[a] Source: Statistical Office of the Slovak Republic, demographic statistics.

[b] Source: Statistical Office of the Slovak Republic, employment statistics.

[c] Source: Statistical Office of the Slovak Republic, labour force surveys.

[d] Source: Ministry of Labour, Social Affairs and Family of the Slovak Republic, unemployment registered at employment offices.

ANNEX II

Categories of workers, 1993-1994

(Thousands of persons)

	February 1993	March 1993	April 1993	January 1994
Total	2 196	2 198	2 192	2 162
Men	1 176	1 178	1 181	1 161
Women	1 020	1 020	1 011	1 001
Education				
Elementary	299	295	285	258
Vocational	892	886	889	876
Secondary	716	729	742	745
University	289	288	276	283
Age				
-24	326	321	324	311
25-29	292	293	297	297
30-39	688	693	688	683
40-49	592	594	593	582
50-54	182	182	180	181
55-59	83	83	85	86
60+	33	32	25	22
Men: education	1 176	1 178	1 181	1 161
Elementary	120	119	115	103
Vocational	581	576	583	568
Secondary	310	316	324	326
University	165	167	159	164
Age				
-24	169	168	173	164
25-29	159	159	162	162
30-39	362	363	360	356
40-49	300	300	301	294
50-54	97	98	98	99
55-59	65	66	67	68
60+	24	24	20	18
Women: education	1 020	1 020	1 011	1 001
Elementary	179	176	169	155
Vocational	311	310	306	309

	February 1993	March 1993	April 1993	January 1994
Secondary	406	413	418	419
University	124	121	118	118
Age				
-24	156	153	151	147
25-29	133	135	135	135
30-39	327	330	329	327
40-49	292	294	291	287
50-54	85	85	82	82
55-59	18	16	18	19
60+	9	7	5	4

Source: Statistical Office of the Slovak Republic, labour force surveys, quarterly.

ANNEX III

Employment statistics, 1993-1994

(Thousands of persons)

	Code/Title	1993[a]	1994[b]
	Employment		
E1	Total	2 195.5	2 103.0
E2	Females	1 017.0	932.3
	Sectoral employment		
E3	Public sector	-	1 387.8
E4	Private sector	-	715.1
E5	Agriculture	233.6	213.8
E6	Mining	36.5	34.3
E7	Manufacturing	604.3	564.4
E8	Power and water	44.7	48.1
E9	Construction	192.4	187.0
E10	Trade and catering	264.1	257.9
E11	Transport and communication	166.5	162.8
E12	Financial services and real estate	107.7	108.2
E13	Health and education	342.5	319.0
E14	Public administration	122.8	126.3
E15	Other services	78.4	77.1
	Self, full and part-time employment		
E16	Self-employment	138.2	132.7
E17	Full-time employment	2 035.9	1 998.1
E18	Part-time employment	65.7	59.2
E19	Male part-time employment	18.2	15.5
	Employment and education		
E20	With higher education	284.5	274.6
U20a	With university degree	284.5	274.6
U20b	With other higher education	-	-
E21	With secondary general education	89.0	87.1
E22	With vocational education[c]	1 529.0	1 493.1
E23	With primary education or less	292.9	248.2
	Employment and age		
E24	Youth	323.6	297.9
E25	Female youth	153.5	130.3
E26	Male youth	170.1	167.7
E27	Prime age	1 824.5	1 763.6

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Code/Title		1993[a]	1994[b]
E28	Female prime age (25-54 years)	839.2	779.5
E29	Male prime age (25-59 years)	985.4	984.2
E30	Older	32.1	29.4
E31	Female older (55-59 years)	14.9	17.2
E32	Male older (60-64 years)	17.2	12.2
E33	Post retirement	47.2	41.6
E34	Female post retirement	24.3	22.7
E35	Male post retirement	23.0	18.9

Source: Statistical Office of the Slovak Republic, labour force surveys.

[a] Average of the period from February to April 1993. All data on employment include persons on child-care leave.

[b] Average of the period from January to April 1994. Persons on child-care leave are excluded.

[c] Includes those who have and have not passed the leaving exam.

ANNEX IV

Average earnings by sex and age for all occupations, 1995

Age	Total			Men			Women		
	Number of employees	Number of organizational units	Average earnings*	Number of employees	Number of organizational units	Average earnings*	Number of employees	Number of organizational units	Average earnings*
Total	297 262	381	42.83	166 833	363	47.33	111 709	346	36.57
Under 20 years	5 334	265	28.65	2 501	222	30.67	2 653	181	26.83
20-29 years	57 371	350	38.59	36 404	334	41.30	19 592	311	33.78
30-39 years	81 186	351	43.09	46 443	343	47.93	32 913	329	36.50
40-49 years	88 656	350	45.20	48 238	345	50.91	38 461	326	38.33
50-59 years	42 059	346	46.81	27 634	342	50.85	13 405	313	38.93
60 years and over	3 206	255	39.49	2 181	242	44.84	715	118	27.98

Source: Labour Price Information Survey, third quarter, 1995.

* Slovak koruny per hour.

ANNEX V

Average earnings by sex and tariff class for all occupations, 1995

Tariff class	Men			Women		
	Number of employees	Number of organizational units	Average earnings[a]	Number of employees	Number of organizational units	Average earnings[a]
Total	164 777	325	46.1	93 652	318	35.83
1	2 194	181	26.26	5 236	243	24.20
2	5 068	234	30.09	10 104	224	27.69
3	14 219	270	35.61	15 077	242	30.72
4	23 583	274	38.80	12 810	240	33.36
5	35 255	276	44.29	8 670	242	38.91
6	20 757	258	48.03	6 043	246	41.43
7	12 443	249	51.24	5 090	240	43.55
8	5 066	221	52.53	3 063	192	46.06
9	4 278	188	54.84	1 624	149	51.35
10	2 470	130	55.26	823	75	52.26
11	690	79	64.50	188	30	62.46
12	199	25	73.11	26	11	69.29
Extra-tariff	3 569	209	84.61	1 029	136	61.88

Source: Labour Price Information Survey, second quarter, 1995.

[a] Slovak koruny per hour.

ANNEX VI

Number and increments of unemployed job seekers, the rate of unemployment and the percentage of women in Slovakia (by ends of months), 1990-1995

YEAR Month	Number			Incremental totals				Unemployment percentages			Percentage of women in Slovakia
				Monthly		Yearly					
	Men	Women	Total	Abs.	Ind.	Abs.	Ind.	Men	Women	Total	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1990											
February	0	0	1749	x	x	x	x	x	x	0.07	x
March	0	0	2713	964	1.5512	x	x	x	x	0.11	x
April	0	0	3552	839	1.3093	x	x	x	x	0.14	x
May	0	0	4370	818	1.2303	x	x	x	x	0.17	x
June	0	0	5825	1455	1.3330	x	x	x	x	0.23	x
Mean I - VI/1990	x	x	3686	1019	1.3809	x	x	x	x	0.14	x
July	0	0	8942	3117	1.5351	x	x	x	x	0.35	x
August	0	0	12780	3838	1.4292	x	x	x	x	0.50	x
September	10821	10275	21096	8316	1.6507	x	x	0.82	0.82	0.82	48.71
October	14627	14161	28788	7692	1.3646	x	x	1.11	1.14	1.12	49.19
November	16980	17236	34216	5428	1.1886	x	x	1.28	1.38	1.33	50.37
December	19844	19759	39603	5387	1.1574	x	x	1.50	1.59	1.54	49.89
Mean 1990	7214	7082	14296	3785	1.3661	x	x	0.57	0.59	0.58	49.54
1991											
January	31907	28676	60583	20980	1.5298	x	x	2.43	2.31	2.37	47.33
February	39793	37777	77570	16987	1.2804	75821	44.3511	3.03	3.04	3.04	48.70
March	49226	45616	94842	17272	1.2227	92129	34.9583	3.75	3.67	3.71	48.10
April	60683	55800	116483	21641	1.2282	112931	32.7936	4.62	4.49	4.56	47.90
May	70355	66800	137355	20872	1.1792	132985	31.4314	5.37	5.38	5.38	48.63
June	80637	80779	161416	24061	1.1752	155591	27.7109	6.14	6.50	6.32	50.04
Mean I - VI/1991	58480	47490	97890	20382	1.3639	94285	27.1583	4.22	4.23	4.23	48.51
July	98907	98167	197074	35658	1.2209	188132	22.0391	7.53	7.90	7.71	49.81
August	109374	113425	222799	25725	1.1305	210019	17.4334	8.33	9.13	8.72	50.91
September	117171	126846	244017	21218	1.0952	222921	11.5670	8.92	10.21	9.55	51.98
October	125415	137665	263080	19063	1.0781	234292	9.1385	9.55	11.09	10.30	52.33
November	134774	147931	282705	19625	1.0746	248489	8.2624	10.26	11.91	11.06	52.33
December	144868	157083	301951	19246	1.0681	262348	7.6244	11.03	12.65	11.82	52.02
Mean 1991	83480	85659	169059	21862	1.1845	154764	11.8258	6.78	7.36	7.04	50.67
1992											
January	155751	163633	319384	17433	1.0377	258801	5.2718	12.22	13.29	12.74	51.23
February	158401	160893	319294	-90	0.9997	241724	4.1162	12.43	13.06	12.74	50.39
March	155608	151808	307416	-11878	0.9628	212574	3.2413	12.21	12.33	12.27	49.38
April	149867	146352	296219	-11197	0.9636	179736	2.5430	11.76	11.88	11.82	49.41
May	142818	140543	283361	-12858	0.9566	146006	2.0630	11.20	11.41	11.31	49.60
June	140993	141314	282307	-1054	0.9963	120891	1.7489	11.06	11.47	11.26	50.06
Mean I - VI/1992	150896	152071	302967	-3374	0.9889	285877	3.0950	11.81	12.34	12.02	50.19
July	136937	142073	279010	-3297	0.9883	81936	1.4158	10.74	11.54	11.13	50.92
August	132465	140851	273316	-5694	0.9796	50517	1.2267	10.39	11.44	10.90	51.53
September	129946	136171	266117	-7199	0.9737	22100	1.0906	10.19	11.06	10.62	51.17
October	127927	132787	260714	-5403	0.9797	-2366	0.9910	10.04	10.78	10.40	50.93
November	125616	132268	257884	-2830	0.9891	-24821	0.9122	9.85	10.74	10.29	51.29
December	129862	130412	260274	-2390	1.0093	-41677	0.8620	10.19	10.59	10.38	50.11
Mean 1992	141141	144370	285511	-3473	0.9877	116452	1.4888	11.02	11.43	11.32	50.57

YEAR Month	Number			Incremental totals				Unemployment percentages			Percentage of women in Slovakia
				Monthly		Yearly					
	Men	Women	Total	Abs.	Ind.	Abs.	Ind.	Men	Women	Total	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1993	148539	137647	286186	25912	1,0996	-33198	0,8961	11,12	11,35	11,23	48,10
February	157457	143787	301244	15058	1,0526	-18030	0,9433	11,79	11,85	11,82	47,73
March	161626	144464	306090	4846	1,0161	-1326	0,9957	12,10	11,91	12,01	47,20
April	161378	143304	304682	-1408	0,9954	8463	1,0286	12,09	11,81	11,96	47,03
May	158932	145650	304582	-100	0,9997	21221	1,0749	11,90	12,01	11,95	47,82
June	165950	152132	318082	13500	1,0443	35775	1,1267	12,43	12,54	12,48	47,83
Mean I - VI/1993	155973	142687	298660	9638	1,0340	-4307	0,9858	11,91	11,91	11,91	47,78
July	172540	166832	339372	21290	1,0669	60362	1,2163	12,92	13,75	13,32	49,16
August	177554	167213	344767	5395	1,0159	71451	1,2614	13,30	13,78	13,53	48,50
September	175889	174109	349998	5231	1,0152	83881	1,3152	13,17	14,35	13,73	49,75
October	180362	171255	351617	1619	1,0046	90903	1,3487	13,51	14,12	13,80	48,70
November	185226	172559	357785	6168	1,0175	99901	1,3874	13,87	14,22	14,04	48,23
December	193142	174953	368095	10310	1,0288	107821	1,4143	14,46	14,42	14,44	47,53
Mean 1993	167246	155970	323216	8985	1,0293	37705	1,1321	12,72	13,01	12,86	48,26
1994	199905	179265	379170	11075	1,0301	92984	1,3249	14,61	15,21	14,89	47,28
February	199016	177014	376030	-3140	0,9917	74786	1,2483	14,55	15,02	14,77	47,07
March	196734	173759	370493	-5537	0,9853	64403	1,2104	14,38	14,75	14,55	46,90
April	193533	170532	361065	-9428	0,9746	56383	1,1851	13,93	14,47	14,18	47,23
May	185747	168255	354002	-7063	0,9804	49420	1,1623	13,58	14,28	13,90	47,53
June	186125	173923	360048	6046	1,0171	41966	1,1319	13,61	14,76	14,14	48,31
Mean I - VI/1994	193595	173877	367472	-1341	0,9963	68812	1,2304	14,11	14,78	14,40	47,32
July	190134	180304	370438	10390	1,0289	31066	1,0915	13,90	15,30	14,55	48,67
August	184663	181890	366553	-3885	0,9895	21786	1,0632	13,50	15,44	14,40	49,62
September	183276	180266	363542	-3011	0,9918	13544	1,0387	13,40	15,30	14,28	49,59
October	181761	178115	359876	-3666	0,9899	8259	1,0235	13,29	15,12	14,13	49,49
November	185089	177916	363005	3129	1,0087	5220	1,0146	13,53	15,10	14,26	49,01
December	190064	181417	371481	8476	1,0233	3386	1,0092	13,89	15,40	14,59	48,84
Mean 1994	189549	176619	366168	282	1,0008	42952	1,1329	13,80	15,01	14,39	48,23
1995	202849	184237	387086	15605	1,0420	7916	1,0209	14,90	15,59	15,22	47,60
February	202223	182664	384887	-2199	0,9943	8857	1,0236	14,86	15,46	15,13	47,46
March	194745	176832	371577	-13310	0,9654	1084	1,0029	14,31	14,96	14,61	47,59
April	183152	170995	354147	-17430	0,9531	-6918	0,9808	13,46	14,47	13,93	48,28
May	171094	167841	338935	-15212	0,9570	-15067	0,9374	12,57	14,20	13,33	49,52
June	168488	170563	339051	116	1,0003	-20997	0,9417	12,38	14,43	13,33	50,31
Mean I - VI/1995	188589	176427	365316	-5485	0,9849	-2156	0,9941	13,88	14,93	14,36	48,29
July	165726	177421	343147	4096	1,0121	-27291	0,9263	12,17	15,01	13,49	51,70
August	167271	171572	338843	-4304	0,9875	-27710	0,9244	12,29	14,52	13,32	50,63
September	164890	171133	336023	-2820	0,9917	-27319	0,9243	12,11	14,48	13,21	50,93

Notes to columns in annex VI

(4) Increment = Current vs. previous month difference.

(5) Index: Previous month = 1.00.

(6) Increment = Difference between current month vs. same month of previous year.

(7) Index: Same month of previous year = 1.00.

(8), (9), (10) The numbers of current-month unemployed calculated on basis of the economically active population:

In 1990: data relating to 31 December 1988; 1991: data relating to 31 December 1989; 1992: data relating to 31 December 1990; 1993: data relating to 31 December 1991; 1994: data relating to the first half of 1994 mean values; 1995: data relating to 1994 mean values.

Calculation of mean values:

Mean values (1) and (2) in 1990 calculated from the weight of September to December data relating to (3).

Mean values (8) and (9) in 1990 calculated from the weight of September to December data relating to (10).

Other mean values:

(1), (2) and (3) chronological annual mean:

$$\frac{(\text{Dec. last})/2 + \text{Jan.} + \ldots \text{Nov.} + (\text{Dec. current})/2}{2}$$

Chronological semiannual means are calculated similarly.

(4) Arithmetic mean:

$$\frac{}{i}$$

i ... number of months considered

(5) Geometric mean:

$$\sqrt[i]{}$$

i = 1, 2, 3, ... 12 (months considered)

(6) Difference of means from (3).

(7) Difference of means from (3).

(8), (9), (10) Arithmetic means; 1995 = ratio of mean values vs. EA.

(11) Ratio of mean values (2), (3) for the same period, multiplied by 100.

ANNEX VII

Number of job seekers, the rate of unemployment and the number of subsistence contribution beneficiaries in Slovakia, 1991-1995

Year Month	Job seekers			Unemployment rate (percentage)*			Subsistence beneficiaries		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
1991									
March	94 842	45 616	49 226	3.71	3.67	3.75	61 014	27 246	33 768
June	161 416	80 779	80 637	6.32	6.50	6.14	105 397	51 009	54 388
July	197 074	98 167	98 907	7.71	7.90	7.53	133 729	66 137	67 592
August	222 799	113 425	109 374	8.72	9.13	8.33	168 091	87 528	80 563
September	244 017	126 846	117 171	9.55	10.21	8.92	193 225	101 715	91 510
December	301 951	157 083	144 868	11.82	12.65	11.03	247 728	130 700	117 028
1992									
March	307 416	151 808	155 608	12.27	12.33	12.21	147 531	72 012	75 519
June	282 307	141 314	140 993	11.26	11.47	11.06	96 767	47 418	49 349
July	279 010	142 073	136 937	11.13	11.54	10.74	93 239	48 375	44 864
August	273 316	140 851	132 465	10.90	11.44	10.39	91 407	47 410	43 997
September	266 117	136 171	129 946	10.62	11.06	10.19	87 753	46 392	41 361
December	260 274	130 412	129 862	10.38	10.59	10.19	87 322	43 624	43 698
1993									
March	306 090	144 464	161 626	12.01	11.91	12.10	108 329	47 643	60 686
June	318 082	152 132	165 950	12.48	12.54	12.43	106 008	48 229	57 779
July	339 372	166 832	172 540	13.32	13.75	12.92	120 314	57 439	62 875
August	344 767	167 213	177 554	13.53	13.78	13.30	121 816	58 462	63 354
September	34 998	174 109	175 889	13.73	14.35	13.17	123 712	62 215	61 497
December	368 095	174 953	193 142	14.44	14.42	14.46	122 853	57 588	65 265
1994									
March	370 493	173 759	196 734	14.55	14.75	14.38	98 666	43 719	54 947
June	360 048	173 923	186 125	14.14	14.76	13.61	77 598	36 897	40 701
July	370 438	180 304	190 134	14.55	15.30	13.90	86 243	41 568	44 675
August	366 553	181 890	184 663	14.40	15.44	13.50	83 833	41 390	42 443
September	363 542	180 266	183 276	14.28	15.30	13.40	85 120	42 331	42 789
December	371 481	181 417	190 064	14.59	15.40	13.89	85 032	41 220	43 812

Year Month	Job seekers			Unemployment rate (percentage)*			Subsistence beneficiaries		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
1995									
March	371 577	179 232	192 345	14.61	15.16	14.13	74 559	33 273	41 286
June	339 051	170 563	168 488	13.33	14.43	12.38	61 382	29 996	31 386
July	343 147	177 421	165 726	13.49	15.01	12.17	75 629	37 819	37 810
August	338 843	171 572	167 271	13.32	14.52	12.29	78 363	40 569	37 794
September	336 023	171 133	164 890	13.21	14.48	12.11	84 414	43 663	40 751

* The number of current-month unemployed is calculated on the basis of the economically active population: in 1991: data relating to 31 December 1989; 1992: data relating to 31 December 1990; 1993: data relating to 31 December 1991, in 1994: data relating to first half of 1994 (employed - VSPS, unemployed - Labour Office records); 1995: mean 1994 data (employed - VSPS, unemployed - Labour Office records).

ANNEX VIII

Women employed in the judiciary, 1980-1994

A. Number and percentage of female judges			
Year	Total number of judges	Number of women	Percentage
1980	626	247	40
1985	707	310	44
1994	1 072	560	52

Source: Ministry of Justice.

B. Number and percentage of female prosecutors			
Year	Total number of prosecutors	Number of women	Percentage
1980	381	104	27.3
1985	425	139	32.9
1994	562	233	41.5

Source: Ministry of Justice.

C. Number of female lawyers		
Year	Total number of lawyers	Percentage of women
1980	44	19.4
1985	45	16.5
1993	111	13.8

Source: Slovak Chamber of Attorneys.

D. Number of women in comparison with men at individual postings in the Slovak Foreign Service					
	Ambassador	Chargé d'affaires	Other diplomats	Administrative and technical delegates	Total
Men	38	19	141	113	311
Women	5	0	23	41	69
Total	43	19	164	154	380

Source: Ministry of Foreign Affairs Source.